



INDIGENOUS WOMEN OF THE WABANAKI TERRITORIES

PROFESSIONAL SERVICES ADVERTISEMENT

Strategic Advocate on Contract

Fredericton, NB

Posted March 6th, 2023

ABOUT US

Indigenous Women of The Wabanaki Territories (IWWT) is the provincial, not-for-profit, membership-based organization representing Indigenous women, girls, and gender-diverse people from Wabanaki and urban communities within the colonial borders of New Brunswick, Canada. Our office is located in the unceded Wolastoqewiyik homeland of Wolastokuk at Sitansisk (St. Mary's First Nation, Fredericton).

IWWT's mandate is to support, inform, and empower our membership to assert their inherent and unique Indigenous rights through capacity building, knowledge mobilization, healing and wellness, and strategic advocacy toward reclaiming traditional, Indigenous matriarchal leadership and strengthening individual and collective linguistic and cultural identities.

ABOUT THE JOB:

Under the direction of the IWWT Board and working closely with the IWWT Office Manager and Strategic Funding Coordinator, the contract position of Strategic Advocate is integral in advancing the mission and goals of IWWT. Expected deliverables include several phases. First, conducting an environmental scan of the New Brunswick policy landscape and identifying issues, barriers, assets, and opportunities, of the past, present, and potential future, for IWWT to contribute gender and rights-based perspectives in policy development at the local and provincial level. Based on the resulting findings, the Advocate will then create and guide implementation of an IWWT Strategic Advocacy Plan to direct the efforts of IWWT in partnership development, strategic advocacy, public relations, and Indigenous women's rights-based policy development in local and provincial arenas.

As part of this work, the Advocate will develop a Terms of Reference for provincial partnerships and gender and rights-based policy development, which will identify the protocols of engagement for appropriate, representative, respectful, and ethical inclusion of IWWT and its membership at local and provincial policy tables. The Advocate will then coach the IWWT management team, including the Board of Directors, in gender and rights-based advocacy, conduct gender-based policy analysis as required, identify pathways for advocacy in alignment with IWWT priorities, and assist with public relations outreach and messaging. The Advocate will also help inform



INDIGENOUS WOMEN OF THE WABANAKI TERRITORIES

training at the community level and meet as requested with the IWWT Matriarch and Youth Council.

The overall intention of this position is to enhance IWWT's presence as a gender and rights-based policy advocate and to establish IWWT as the first voice to represent the interests of Indigenous women, girls, and 2SLGBTQ+ people living in the Wabanaki territories within New Brunswick. IWWT's goal is to become a mainstay at provincial policy tables to ensure the voices of Indigenous women, girls, and 2SLGBTQ+ people are represented, engaged, and reflected in government policies, programs, and legislation.

RESPONSIBILITIES INCLUDE:

- Reporting at regular intervals to the IWWT Board of Directors;
- Weekly physical presence at the IWWT office in Fredericton, NB;
- Coaching the IWWT management team, including the Board of Directors, in gender and rights-based policy development, strategic advocacy, public relations, and partnership development;
- Conducting an environmental scan of the New Brunswick policy landscape ;
- Creating and guiding implementation of an IWWT Strategic Advocacy Plan;
- Developing and facilitating use of a Terms of Reference and Protocols of Engagement for partnership development and IWWT participation in gender and rights-based policy development with local and provincial governments;
- Conducting and coaching IWWT staff in Gender-based Policy Analysis;
- Advising on public relations outreach and messaging;
- Informing training development for self-advocacy of IWWT members at the community level; and,
- Meeting with and providing advice to the Matriarch and Youth Council.

ABOUT YOU:

You are a professional working on a contract basis with experience in gender and Indigenous rights policy development and analysis, as well as research and strategic planning. You will have a combination of relevant education and work experience. Additional skills and experience are as follows:

- Masters degree or above in a related field;
- At least 5 years relevant experience;
- Extensive knowledge of and experience working with Wabanaki peoples, communities, and issues;
- Proven expertise in gender and/or Indigenous rights-based policy analysis and advocacy;



INDIGENOUS WOMEN OF THE WABANAKI TERRITORIES

- Professional experience supporting the capacity development of non-profit, membership-based organizations;
- Experience as a mentor or coach, with empathic interpersonal communication skills;
- Excellent research and writing skills;
- Responds to direction and criticism positively and productively;
- Excellent verbal and written communication skills in English;
- Reliable and trustworthy, with excellent time management skills;
- Excellent computer literacy skills (MS Office 365 and spreadsheets);
- Effective interpersonal skills, ability to problem solve, use good judgement and work independently, as well as in a team;
- Awareness/sensitivity to all types of issues related to membership diversity;
- Flexibility and ability to adapt creatively in a variety of situations; and,
- A recent satisfactory criminal record and vulnerable sector check.

WORKING CONDITIONS:

- The contract is valued at up to \$32,000 with a billing and payment schedule negotiated upon signing;
- The contract is for 12 months from the start date, with the possibility of renewal. Informal performance assessments will indicate the potential for contract renewal; and,
- The work location and schedule will be negotiated with the chosen candidate.

HOW TO APPLY:

Please apply by submitting your resume, cover letter, and three employment references to megan@iwwt.ca. Applications will be accepted on a rolling basis until a candidate is chosen. Only those selected for an interview will be contacted.

IWWT is committed to building a skilled and diverse workforce that reflects the Wabanaki peoples we serve. As an equal opportunity employer, we actively support workplace equity for all persons.